



MEMO

2018 MAY 29 6:10 39

TO: Corrections Officer Demps

FROM: Lt. Randall Owens *RWO*

CC: Chief Rolle, Colonel Kennedy, Captain Surman

DATE: May 10th, 2018

RE: Written Reprimand for Violation of Criticism and Courtesy Policy

On Monday September 11th, 2017 at approximately 1220 hrs. I was approached by Sgt. Cruz and Sgt. Garcia to advise me of an incident that had just occurred in the booking room between Corr. Ofc. Thakkar and yourself. According to Sgt. Cruz you advised him that you had an issue with a prisoner (Olvera, Gerardo) in one of the cells in the booking room after he kicked a shoe off of his foot that struck you in the shin. You advised Sgt. Cruz that you confronted the prisoner about striking you with the shoe at which time he pushed you in the chest. You then advised that you grabbed the prisoner by his shoulders and a brief struggle ensued. You advised Sgt. Cruz that Ofc. Thakkar pulled you off of the prisoner. You then stated that you became very angry with Ofc. Thakkar and began to call him a "fucking pussy" very loudly and in the presence of the prisoner.

I asked Ofc. Thakkar about the incident and advised him what I was being told. Ofc. Thakkar advised me that is not what happened. Ofc. Thakkar advised me that the prisoner did kick the shoe at you striking you in the leg. Ofc. Thakkar told me that you then became angry and confronted the prisoner. Ofc. Thakkar stated that he only got in between you and the prisoner to prevent the confrontation from escalating and told you that it's not worth it. Ofc. Thakkar said that you then became angry with him and began calling him a "fucking pussy" real loud in front of the prisoner. Ofc. Thakkar advised me to watch the video and I will see what occurred.

I then called you into my office and asked you what occurred. You advised me that you were angry with Ofc. Thakkar and had cussed him out because you felt he did not have your back and was a pussy. I asked you why you thought this way of Ofc. Thakkar. You

then explained to me what had occurred and continued to tell me you felt Ofc. Thakkar was a "pussy".

Your demeanor towards Ofc. Thakkar during this incident was in violation of Homestead Police Department SOPs (Rules and Regulations #32 (Criticism) and #52 (Courtesy)) which state the following.

32. Criticism

No employee shall criticize the Department or a fellow employee when such criticism consists of:

but is not limited to, any or all of the following:

- a. Not based on fact;
- b. Reckless;
- c. Obscene;
- d. Tends to impair the operation of the Department; or
- e. Is civilly or criminally unlawful

52. Courtesy

Courtesy shall be shown by employees toward the public and each other. Intolerance in action

or speech toward any person because of nationality, race, religion, or sex, shall not be shown, displayed, or expressed by employees of this Department.

Let this Memo serve as a Written Reprimand for the aforementioned violations of departmental policy. As a corrective measure in the future if you have an issue with a fellow employee it is imperative you bring to the attention of a Supervisor as opposed to partaking in discourteous behavior to a fellow employee. Any further violations of this nature will result in progressive discipline.

Signature of receipt (Ofc. Demps)

Lieutenant R. Owens

Captain E. Surman

Colonel S. Kennedy

Chief A. Rolle Jr.